



## StrengthsFinder 2.0 Report

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# Strengths Insight and Action-Planning Guide

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## Your Top 5 Themes

Futuristic  
Communication  
Strategic  
Relator  
Learner

## What's in This Guide?

### [Section I: Awareness](#)

- A brief Shared Theme Description for each of your top five themes
- Your Personalized Strengths Insights, which describe what makes you stand out from others with the same theme in their top five
- Questions for you to answer to increase your awareness of your talents

### [Section II: Application](#)

- 10 Ideas for Action for each of your top five themes
- Questions for you to answer to help you apply your talents

### [Section III: Achievement](#)

- Examples of what each of your top five themes "sounds like" -- real quotes from people who also have the theme in their top five
- Steps for you to take to help you leverage your talents for achievement

## Section I: Awareness

### Futuristic

#### Shared Theme Description

People who are especially talented in the Futuristic theme are inspired by the future and what could be. They inspire others with their visions of the future.

#### Your Personalized Strengths Insights

*What makes you stand out?*

Instinctively, you occasionally work seriously at something when you have defined the specific objective you want to reach in the near term or the long term. Remember, your other talents might influence how far into the future you can push certain goals and still give them your undivided attention. Because of your strengths, you may center your attention on what you want to accomplish in the coming months, years, or decades. Being free of annoying distractions might contribute to your enthusiasm for life in general or the future in particular. It's very likely that you now and then sharpen your ideas about the future by spending time with possibility thinkers. These individuals may talk about inventions, medicines, designs, technologies, or food supplies that no one else has even considered. By nature, you might generate certain types of ideas quickly. Occasionally you draw links between facts, events, people, problems, or solutions. You may present numerous options for consideration. Perhaps your innovative thinking fosters ongoing dialogue between and among associates, committee members, teammates, or classmates. Driven by your talents, you might have an imagination that allows you to peer into the future and see what is possible. Sometimes thinking about the coming years or decades makes you feel a bit more upbeat about yourself, your prospects, or your life.

#### Questions

1. As you read your personalized strengths insights, what words, phrases, or lines stand out to you?
2. Out of all the talents in this insight, what would you like for others to see most in you?

## Communication

### Shared Theme Description

People who are especially talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.

### Your Personalized Strengths Insights

*What makes you stand out?*

It's very likely that you often take part in thought-filled conversations with your colleagues or classmates. Together, you sift through possibilities. You assess the pros and cons of each person's innovative theories, suggestions, or proposals. During these verbal exchanges, ideas expand, narrow, and take on new forms. You thrive in settings where everyone feels safe thinking out loud. Because of your strengths, you may value the discussions you have with future-oriented thinkers. Maybe you are attracted to those who enjoy your company and listen to your ideas. Driven by your talents, you might find something likeable in just about every person you meet. Perhaps you go out of your way to surround yourself with an array of people. Some represent different backgrounds, interests, cultures, economic strata, races, nationalities, religions, or levels of education. Maybe you argue there is always room for one more person at a meeting, in a group, on a trip, or at a meal. Your pleasant, friendly, and cordial disposition may attract many interesting individuals. Instinctively, you may prefer to be with another person or a group rather than spend time alone. This partially explains why you introduce yourself to some newcomers. Perhaps you search for common interests you can discuss. Chances are good that you value what others have to say. You pay attention to the observations they make. You acquire knowledge, skills, and insights from your peers during group conversations. You exhibit a strong inclination to participate in dialogue with others so new ideas are brought to everyone's attention.

### Questions

1. As you read your personalized strengths insights, what words, phrases, or lines stand out to you?
2. Out of all the talents in this insight, what would you like for others to see most in you?

## Strategic

### Shared Theme Description

People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

### Your Personalized Strengths Insights

*What makes you stand out?*

Chances are good that you sometimes bring an imaginative game plan to your teammates' attention. You might enjoy partnering with people who rely on you to identify critical and recurring sequences of events, facts, or data. Instinctively, you may see solutions before other people know there is a problem. You might start formulating answers before your teammates, coworkers, or classmates understand the question. Sometimes you generate numerous ideas before sorting to the one that makes the most sense in a particular situation. Driven by your talents, you may be viewed by some people as an innovative and original thinker. Perhaps your ability to generate options causes others to see there is more than one way to attain an objective. Now and then, you help certain individuals select the best alternative after having weighed the pros and cons in light of prevailing circumstances or available resources. Because of your strengths, you sometimes know what has gone wrong. You try to uncover facts. Perhaps you are not intimidated by an overwhelming amount of information. Like a detective, you might sort through it, attempting to identify pieces of evidence. Following a few leads, you might begin to see the big picture. Maybe you generate schemes for solving the problem. You might choose the best option after considering some of the prevailing circumstances, available resources, or desired outcomes. It's very likely that you may feel wonderful when people value your innovative ideas. Perhaps you help them envision what can be accomplished in the coming months, years, or decades.

### Questions

1. As you read your personalized strengths insights, what words, phrases, or lines stand out to you?
2. Out of all the talents in this insight, what would you like for others to see most in you?

## Relator

### Shared Theme Description

People who are especially talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.

### Your Personalized Strengths Insights

*What makes you stand out?*

By nature, you might be content with your results when you can honestly say you are producing as much as you can. Perhaps you maintain an optimistic outlook on life regardless of the value some people place on your results. It's very likely that you might enjoy acquiring certain types of knowledge and/or skills. You might want to build on particular abilities you know you already have. When you meet people who value education like you do, perhaps you are interested in hearing about a few of their personal or professional ambitions, intentions, or goals. Understanding what they aim to accomplish may be the beginning of a practical partnership or an enduring friendship. Chances are good that you sometimes give your team everything you possibly can in terms of your talent, energy, knowledge, skills, and time. As a result, you might have little left to offer people outside the workplace or study group. Instinctively, you offer guidance to friends who seek your assistance. While you enjoy being helpful, you probably avoid imposing your ideas on someone unless the person makes a special point of asking you to do so. Driven by your talents, you have close companions who frequently seek your guidance. You help them find answers to their personal and professional problems. This makes you a valuable friend.

### Questions

1. As you read your personalized strengths insights, what words, phrases, or lines stand out to you?
2. Out of all the talents in this insight, what would you like for others to see most in you?

## Learner

### Shared Theme Description

People who are especially talented in the Learner theme have a great desire to learn and want to continuously improve. In particular, the process of learning, rather than the outcome, excites them.

### Your Personalized Strengths Insights

*What makes you stand out?*

Because of your strengths, you dedicate yourself to acquiring knowledge and using your skills. You likely are self-taught in many ways. You probably work with instructors, trainers, coaches, or mentors. You embrace opportunities to expose your mind to new ideas. You welcome the chance to practice new ways of plying — that is, diligently practicing — your trade or craft. Driven by your talents, you might feel a bit more upbeat about life when you register for a few demanding and rigorous classes. Perhaps you aspire to enroll in specialized courses. Why? Maybe you trust yourself to meet the challenges. Maybe you know you will acquire lots of knowledge or special skills. It's very likely that you may be attracted to assignments that demand original and inventive thinking. In some cases, you track down new ideas, facts, or data. Your out-of-the-box thinking might challenge some people to abandon, or at the very least to question, specific conventional practices. When you cause one or two of them to suggest options, maybe their need to protect the status quo will be replaced by a desire to gather more information. Instinctively, you endorse the importance of acquiring additional knowledge and gaining new skills. You regard education as an ongoing activity. Chances are good that you occasionally see yourself as a contributing member of the group. You enjoy partnering with certain people. Perhaps you like to exchange information, share observations, or offer tips for doing things more easily, efficiently, or swiftly. You might be happiest collaborating with individuals who are not stingy with what they know. In some situations, you can figure out how everyone on the team can benefit from each other's knowledge, skills, experiences, or wisdom.

### Questions

1. As you read your personalized strengths insights, what words, phrases, or lines stand out to you?
2. Out of all the talents in this insight, what would you like for others to see most in you?

## Questions

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1. How does this information help you better understand your unique talents?
2. How can you use this understanding to add value to your role?
3. How can you apply this knowledge to add value to your team, workgroup, department, or division?
4. How will this understanding help you add value to your organization?
5. What will you do differently tomorrow as a result of this report?



## Section II: Application

### Futuristic

#### Ideas for Action:

- Choose roles in which you can contribute your ideas about the future. For example, you might excel in entrepreneurial or start-up situations.
- Take time to think about the future. The more time you spend considering your ideas about the future, the more vivid your ideas will become. The more vivid your ideas, the more persuasive you will be.
- Seek audiences who appreciate your ideas for the future. They will expect you to make these ideas a reality, and these expectations will motivate you.
- Find a friend or colleague who also has powerful Futuristic talents. Set aside an hour each month for “future” discussions. You can push each other to greater heights of creativity and vividness.
- Partner with someone with strong Activator talents. This person can remind you that you do not discover the future, you create it with the actions you take today.
- You inspire others with your images of the future, yet your thinking may be too expansive for them to comprehend. When you articulate your vision, be sure to describe the future in detail with vivid words and metaphors. Make your ideas and strategies more concrete via sketches, step-by-step action plans, or mock-up models so that others can readily grasp your intent.
- Surround yourself with people who are eager to put your vision into motion. They will feel exhilarated by your Futuristic talents, and you can harness their energy to propel the vision toward reality.
- Be prepared to provide logical support for your futuristic thinking. Your exciting visions of future success will be best received when rooted in real possibility.
- Your Futuristic talents could equip you to be a guide or coach for others. Unlike you, they might not be able to easily see over the horizon. If you catch a vision of what someone could be or do, don’t assume that he or she is aware of that potential. Share what you see as vividly as you can. In doing so, you may inspire someone to move forward.
- Musing about the future comes naturally to you. Read articles about technology, science, and research to gain knowledge that will fuel your imagination.

#### Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

## Communication

### Ideas for Action:

- You will always do well in roles that require you to capture people's attention. Think about a career in teaching, sales, marketing, ministry, or the media. Your Communication talents are likely to flourish in these areas.
- Start a collection of stories or phrases that resonate with you. For example, cut out magazine articles that move you, or write down powerful word combinations. Practice telling these stories or saying these words out loud, by yourself. Listen to yourself actually saying the words. Refine.
- When you are presenting, pay close attention to your audience. Watch their reactions to each part of your presentation. You will notice that some parts are especially engaging. Afterwards, take time to identify the moments that particularly caught the audience's attention. Draft your next presentation around these highlights.
- Practice. Improvisation has a certain appeal, but in general, an audience will respond best to a presenter who knows where he or she is headed. Counterintuitively, the more prepared you are, the more natural your improvisations will appear.
- Identify your most beneficial sounding boards and audiences — the listeners who seem to bring out your best communication. Examine these individuals or groups to learn why you are so good when you speak with them or to them, and look for the same qualities in potential partners and audiences.
- Keep getting smarter about the words you use. They are a critical currency. Spend them wisely, and monitor their impact.
- Your Communication talents can be highly effective when your message has substance. Don't rely on your talents alone; take your communication to the level of strength by developing your knowledge and expertise in specific areas.
- You are gifted in fostering dialogue among peers and colleagues. Use your Communication talents to summarize the various points in a meeting and to build consensus by helping others see what they have in common.
- If you enjoy writing, consider publishing your work. If you enjoy public speaking, make a presentation at a professional meeting or convention. In either case, your Communication talents will serve to assist you in finding just the right way to frame your ideas and state your purpose. You delight in sharing your thoughts with others, so find the medium that best fits your voice and message.
- Volunteer for opportunities to present. You can become known as someone who helps people express their thoughts and ambitions in a captivating way.

### Questions

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2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

## Strategic

### Ideas for Action:

- Take the time to fully reflect or muse about a goal that you want to achieve until the related patterns and issues emerge for you. Remember that this musing time is essential to strategic thinking.
- You can see repercussions more clearly than others can. Take advantage of this ability by planning your range of responses in detail. There is little point in knowing where events will lead if you are not ready when you get there.
- Find a group that you think does important work, and contribute your strategic thinking. You can be a leader with your ideas.
- Your strategic thinking will be necessary to keep a vivid vision from deteriorating into an ordinary pipe dream. Fully consider all possible paths toward making the vision a reality. Wise forethought can remove obstacles before they appear.
- Make yourself known as a resource for consultation with those who are stumped by a particular problem or hindered by a particular obstacle or barrier. By naturally seeing a way when others are convinced there is no way, you will lead them to success.
- You are likely to anticipate potential issues more easily than others. Though your awareness of possible danger might be viewed as negativity by some, you must share your insights if you are going to avoid these pitfalls. To prevent misperception of your intent, point out not only the future obstacle, but also a way to prevent or overcome it. Trust your insights, and use them to ensure the success of your efforts.
- Help others understand that your strategic thinking is not an attempt to belittle their ideas, but is instead a natural propensity to consider all the facets of a plan objectively. Rather than being a naysayer, you are actually trying to examine ways to ensure that the goal is accomplished, come what may. Your talents will allow you to consider others' perspectives while keeping your end goal in sight.
- Trust your intuitive insights as often as possible. Even though you might not be able to explain them rationally, your intuitions are created by a brain that instinctively anticipates and projects. Have confidence in these perceptions.
- Partner with someone with strong Activator talents. With this person's need for action and your need for anticipation, you can forge a powerful partnership.
- Make sure that you are involved in the front end of new initiatives or enterprises. Your innovative yet procedural approach will be critical to the genesis of a new venture because it will keep its creators from developing deadly tunnel vision.

### Questions

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2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

## Relator

### Ideas for Action:

- Find a workplace in which friendships are encouraged. You will not do well in an overly formal organization. In job interviews, ask about work styles and company culture.
- Deliberately learn as much as you can about the people you meet. You like knowing about people, and other people like being known. By doing this, you will act as a catalyst for trusting relationships.
- Let it be known that you are more interested in the character and personality of others than in their status or job title. This is one of your greatest talents and can serve as a model for others.
- Let your caring show. For example, find people in your company to mentor, help your colleagues get to know each other better, or extend your relationships beyond the office.
- No matter how busy you are, stay in contact with your friends. They are your fuel.
- Be honest with your friends. True caring means helping the other person be successful and fulfilled. Giving honest feedback or encouraging your friend to move out of a role in which he or she is struggling is a compassionate act.
- You probably prefer to be seen as a person, an equal, or a friend, rather than as a function, a superior, or a title. Let people know that they can address you by your first name, rather than formally.
- You might tend to withhold the most engaging aspects of your personality until you have sensed openness from another person. Remember, building relationships is not a one-way street. Proactively “put yourself out there.” Others will quickly see you for the genuine individual you are, and you will create many more opportunities to cultivate strong, long-lasting connections.
- Make time for family and close friends. You need to spend quality moments with those you love in order to “feed” your Relator talents. Schedule activities that allow you to get even closer to the people who keep you grounded and happy.
- Make an effort to socialize with your colleagues and team members outside of work. It can be as simple as lunch or coffee together. This will help you forge more connected relationships at work, which in turn can facilitate more effective teamwork and cooperation.

### Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

## Learner

### Ideas for Action:

- Refine how you learn. For example, you might learn best by teaching; if so, seek out opportunities to present to others. You might learn best through quiet reflection; if so, find this quiet time.
- Develop ways to track the progress of your learning. If there are distinct levels or stages of learning within a discipline or skill, take a moment to celebrate your progression from one level to the next. If no such levels exist, create them for yourself (e.g., reading five books on the subject or making three presentations on the subject).
- Be a catalyst for change. Others might be intimidated by new rules, new skills, or new circumstances. Your willingness to soak up this newness can calm their fears and spur them to action. Take this responsibility seriously.
- Seek roles that require some form of technical competence. You will enjoy the process of acquiring and maintaining this expertise.
- As far as possible, shift your career toward a field with constantly changing technologies or regulations. You will be energized by the challenge of keeping up.
- Because you are not threatened by unfamiliar information, you might excel in a consulting role (either internal or external) in which you are paid to go into new situations and pick up new competencies or languages quickly.
- Research supports the link between learning and performance. When people have the opportunity to learn and grow, they are more productive and loyal. Look for ways to measure the degree to which you and others feel that your learning needs are being met, to create individualized learning milestones, and to reward achievements in learning.
- At work, take advantage of programs that subsidize your learning. Your organization may be willing to pay for part or all of your instructional coursework or for certifications. Ask your manager for information about scholarships and other educational opportunities.
- Honor your desire to learn. Take advantage of adult educational opportunities in your community. Discipline yourself to sign up for at least one new academic or adult learning course each year.
- Time disappears and your attention intensifies when you are immersed in studying or learning. Allow yourself to “follow the trail” by scheduling learning sessions during periods of time that will not be interrupted by pressing engagements.

### Questions

1. Which of these action items speak to you? Highlight the actions that you are most likely to take.
2. How will you commit to taking action? Write your own personalized action item that you will take in the next 30 days.

### Section III: Achievement

Look for signs of achievement as you read these real quotes from people who share your top five themes.

Futuristic sounds like this:

Dan F., school administrator: "In any situation, I am the guy who says, 'Did you ever think about . . . ? I wonder if we could . . . I don't believe it can't be done. It's just that nobody has done it yet. Let's figure out how we can.' I am always looking for options, for ways not to be mired by the status quo. In fact, there is no such thing as the status quo. You are either moving forward, or you are moving backward. That's the reality of life, at least from my perspective. And right now, I believe that my profession is moving backward. State schools are being out-serviced by private schools, charter schools, home schools, Internet schools. We need to free ourselves from our traditions and create a new future."

Jan K., internist: "Here at the Mayo Clinic, we are launching a group called the Hospitalists. Rather than having patients handed off from one doctor to another during their stay in the hospital, I envision a family of providers. I envision fifteen to twenty MDs, of various genders and races, with twenty to twenty-five nurse practitioners. There will be four to five new hospital services, most of which will work with surgeons and will provide para-operative care as well as care for the hospitalized elderly. We are redefining the model of care here. We don't just take care of the patients when they are in the hospital. If a patient comes in for a knee replacement, a member of the Hospitalist team would see him before the surgery, follow him from the day of surgery through the days of hospitalization, and then see him when he comes in six weeks later for his postoperative check. We will provide patients with a complete episode of care so that they don't get lost in the handoffs. And to get the funding, I just saw the detailed picture in my head and kept describing this picture to the department chair. I guess I made it seem so real that they had no choice but to grant me the funds."

## Communication sounds like this:

Sheila K., general manager of a theme park: “Stories are the best way to make my point. Yesterday I wanted to show my executive committee the impact we can have on our guests, so I shared this story with them: One of our employees brought her father to the flag-raising ceremony we have for Veterans Day here at the theme park. He was disabled during World War II, and he now has a rare form of cancer and has had a lot of surgery. He’s dying. At the start of the ceremony, one of our employees said to the group, ‘This man is a World War II veteran. Can we give him a hand?’ Everybody cheered, and his daughter started crying. Her dad took off his hat. He never takes off his hat because of the scars on his head from the war and the cancer surgery, but when the national anthem started, he took off his hat and bowed his head. His daughter told me later that it was the best day he’s had in years.”

Tom P., banking executive: “My most recent client thought that the flow of capital toward Internet stocks was just a passing phase. I tried using a rational argument to change his mind, but he couldn’t or wouldn’t be convinced. In the end, as I often do when faced with a client in denial, I resorted to imagery. I told him that he was like a person sitting on a beach with his back to the sea. The Internet was like a fast-rising tide. No matter how comfortable he felt right now, the tide was rising with each crashing wave, and very soon, one of those waves would come crashing down over his head and engulf him. He got the point.”

Margret D., marketing director: “I once read a book about giving speeches that gave two suggestions: Talk only about things you’re really passionate about, and always use personal examples. I immediately started doing that, and I found lots of stories because I have kids and grandkids and a husband. I build my stories around my personal experiences because everyone can relate to them.”

## Strategic sounds like this:

Liam C., manufacturing plant manager: “It seems as if I can always see the consequences before anyone else can. I have to say to people, ‘Lift up your eyes; look down the road a ways. Let’s talk about where we are going to be next year so that when we get to this time next year, we don’t have the same problems.’ It seems obvious to me, but some people are just too focused on this month’s numbers, and everything is driven by that.”

Vivian T., television producer: “I used to love logic problems when I was a kid — you know, the ones where ‘if A implies B, and B equals C, does A equal C?’ Still today, I am always playing out repercussions, seeing where things lead. I think it makes me a great interviewer. I know that nothing is an accident; every sign, every word, every tone of voice has significance. So I watch for these clues and play them out in my head, see where they lead, and then plan my questions to take advantage of what I have seen in my head.”

Simon T., human resources executive: “We really needed to take the union on at some stage, and I saw an opportunity — a very good issue to take them on. I could see that they were going in a direction that would lead them into all kinds of trouble if they continued following it. Lo and behold, they did continue following it, and when they arrived, there I was, ready and waiting. I suppose it just comes naturally to me to predict what someone else is going to do. And then when that person reacts, I can respond immediately because I have sat down and said, ‘Okay, if they do this, we’ll do this. If they do that, then we’ll do this other thing.’ It’s like when you tack in a sailboat. You head in one direction, but you jinx one way, then another, planning and reacting, planning and reacting.”



### Relator sounds like this:

Gavin T., flight attendant: “I have many wonderful acquaintances, but as for true friends that I hold dear, not very many. And I’m real okay with that. My best times are spent with the people I’m tightest with, like my family. We are a very tight-knit Irish Catholic family, and we get together every chance we can. It’s a large family — I have five brothers and sisters and ten nieces and nephews — but we all get together about once a month and yuk it up. I’m the catalyst. When I’m back in Chicago, even if there is no birthday or anniversary or whatever, I become the excuse for getting together and hanging out for three or four days. We really enjoy one another’s company.”

Tony D., pilot: “I used to fly in the Marines, and, boy, you had better be comfortable with the word ‘friend’ in the Marines. You had better feel good about trusting someone else. I can’t tell you how many times I put my life in someone else’s hands. I was flying off my friend’s wing, and I’d be dead if he couldn’t get me back safely.”

Jamie T., entrepreneur: “I’m definitely selective about my relationships. When I first meet people, I don’t want to give them very much of my time. I don’t know them; they don’t know me — so let’s just be pleasant and leave it at that. But if circumstances make it so that we get to know each other better, it seems like a threshold is reached where I suddenly start wanting to invest more. I’ll share more of myself, put myself out for them, do things for them that will bring us a little closer, and show that I care. It’s funny because I am not looking for any more friends in my life. I have enough. And yet with each new person I meet, as soon as that threshold is reached, I feel compelled to go deeper and deeper. Now I have ten people working for me, and I would call each of them my very good friend.”

### Learner sounds like this:

Annie M., managing editor: “I get antsy when I am not learning something. Last year, although I was enjoying my work, I didn’t feel as though I was learning enough. So I took up tap dancing. It sounds strange, doesn’t it? I know I am never going to perform or anything, but I enjoy focusing on the technical skill of tapping, getting a little better each week, and moving up from the beginners’ class to the intermediate class. That was a kick.”

Miles A., operations manager: “When I was seven years old, my teachers would tell my parents, ‘Miles isn’t the most intelligent boy in the school, but he’s a sponge for learning, and he’ll probably go really far because he will push himself and continually be grasping new things.’ Right now, I am just starting a course in business-travel Spanish. I know it is probably too ambitious to think I could learn conversational Spanish and become totally proficient in that language, but I at least want to be able to travel there and know the language.”

Tim S., coach for executives: “One of my clients is so inquisitive that it drives him crazy because he can’t do everything he wants to. I’m different. I am not curious in that broad sense. I prefer to go into greater depth with things so that I can become competent in them and then use them at work. For example, recently one of my clients wanted me to travel with him to Nice, France, for a business engagement. So I started reading up on the region, buying books, and checking the Internet. It was all interesting and I enjoyed the study, but I wouldn’t have done any of it if I wasn’t going to be traveling there for work.”

## Questions

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1. Talk to friends or coworkers to hear how they have used their talents to achieve.
2. How will you use your talents to achieve?